



**U.S. Department of State  
Bureau of Global Talent Management**

**Office of Organization and Talent Analytics  
(GTM/OTA)**

**Fiscal Year 2020  
Foreign Service Promotion Statistics  
by Grade**

**Foreign Service Promotion Statistics for 2020**  
**Category: FE-MC to FE-CM**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CLASSWIDE CONSULAR	17	0	0.0	5.5	0.0	31.3	0.0
CLASSWIDE ECONOMIC	26	0	0.0	5.9	0.0	32.4	0.0
CLASSWIDE MANAGEMENT	25	1	4.0	5.7	8.5	31.3	29.2
CLASSWIDE MEDICAL OFFICER	6	0	0.0	8.1	0.0	19.0	0.0
CLASSWIDE POLITICAL	50	2	4.0	5.5	5.9	30.9	30.4
CLASSWIDE PUBLIC DIPLOMACY	33	1	3.0	6.3	7.4	30.7	31.3
CLASSWIDE SECURITY OFFICER	2	0	0.0	5.3	0.0	33.3	0.0
<b>CLASSWIDE TOTALS</b>	<b>159</b>	<b>4</b>	<b>2.5</b>	<b>5.9</b>	<b>6.9</b>	<b>30.8</b>	<b>30.3</b>

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**Foreign Service Promotion Statistics for 2020**  
**Category: Generalist FE-OC to FE-MC**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSULAR	34	10	29.4	3.9	3.8	26.8	25.5
ECONOMIC	48	18	37.5	4.6	4.6	27.7	26.7
MANAGEMENT	29	9	31.0	4.1	3.7	24.7	21.9
POLITICAL	70	23	32.9	4.3	4.4	26.5	26.5
PUBLIC DIPLOMACY	39	13	33.3	4.3	3.6	26.3	22.9
<b>FUNCTIONAL TOTALS</b>	<b>220</b>	<b>73</b>	<b>33.2</b>	<b>4.3</b>	<b>4.2</b>	<b>26.5</b>	<b>25.2</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2020**  
**Category: Generalist FS-01 to FE-OC**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSULAR	58	17	29.3	5.9	6.6	21.6	21.1
ECONOMIC	78	27	34.6	6.6	6.2	22.4	21.5
MANAGEMENT	59	17	28.8	7.1	7.3	20.6	20.2
POLITICAL	116	32	27.6	6.5	6.3	21.3	20.8
PUBLIC DIPLOMACY	72	20	27.8	7.1	6.6	20.2	18.3
<b>FUNCTIONAL TOTALS</b>	<b>383</b>	<b>113</b>	<b>29.5</b>	<b>6.6</b>	<b>6.5</b>	<b>21.3</b>	<b>20.5</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2020**

**Category: Generalist FS-02 to FS-01**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSULAR	265	30	11.3	6.1	8.6	15.8	17.2
ECONOMIC	303	35	11.6	6.9	8.5	16.5	17.6
MANAGEMENT	210	23	11.0	5.5	6.6	14.7	15.8
POLITICAL	384	44	11.5	6.3	7.6	15.2	16.1
PUBLIC DIPLOMACY	294	32	10.9	5.6	6.7	14.7	15.4
<b>FUNCTIONAL TOTALS</b>	<b>1,456</b>	<b>164</b>	<b>11.3</b>	<b>6.1</b>	<b>7.6</b>	<b>15.4</b>	<b>16.5</b>

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**Foreign Service Promotion Statistics for 2020**  
**Category: Generalist FS-03 to FS-02**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSULAR	324	54	16.7	5.3	7.5	11.1	12.7
ECONOMIC	270	44	16.3	5.1	7.0	10.8	12.0
MANAGEMENT	191	32	16.8	4.3	4.4	10.4	10.4
POLITICAL	286	47	16.4	4.3	4.8	10.0	10.2
PUBLIC DIPLOMACY	269	44	16.4	4.6	5.5	10.6	11.1
<b>FUNCTIONAL TOTALS</b>	<b>1,340</b>	<b>221</b>	<b>16.5</b>	<b>4.7</b>	<b>6.0</b>	<b>10.6</b>	<b>11.3</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2020**  
**Category: Generalist FS-04 to FS-03**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CLASSWIDE CONSULAR	195	80	41.0	4.9	5.5	6.0	6.6
CLASSWIDE ECONOMIC	122	65	53.3	4.7	4.9	5.7	5.9
CLASSWIDE MANAGEMENT	108	50	46.3	5.0	5.4	5.7	6.0
CLASSWIDE POLITICAL	157	79	50.3	4.4	4.7	5.7	5.9
CLASSWIDE PUBLIC DIPLOMACY	154	72	46.8	4.7	4.9	5.9	6.1
<b>CLASSWIDE TOTALS</b>	<b>736</b>	<b>346</b>	<b>47.0</b>	<b>4.7</b>	<b>5.1</b>	<b>5.8</b>	<b>6.1</b>

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**Foreign Service Promotion Statistics for 2020**  
**Category: Specialist FE-OC to FE-MC**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	4	1	25.0	3.9	4.4	18.6	16.2
DIPLOMATIC COURIER	1	0	0.0	4.4	0.0	21.2	0.0
FACILITIES MGMT	1	0	0.0	2.4	0.0	24.3	0.0
FINANCE	4	0	0.0	4.4	0.0	22.1	0.0
HUMAN RESOURCES	2	0	0.0	4.0	0.0	27.1	0.0
INFO TECH MGMT	8	2	25.0	4.6	4.0	28.1	23.5
MEDICAL OFFICER	8	2	25.0	4.1	4.9	12.8	12.9
MEDICAL PROVIDER	1	0	0.0	4.4	0.0	29.5	0.0
PSYCHIATRIST	3	2	66.7	3.4	4.0	9.8	10.6
SECURITY OFFICER	30	3	10.0	4.3	3.8	26.3	23.5
<b>FUNCTIONAL TOTALS</b>	<b>62</b>	<b>10</b>	<b>16.1</b>	<b>4.2</b>	<b>4.1</b>	<b>23.2</b>	<b>18.1</b>

**Produced by GTM/OTA**



**Foreign Service Promotion Statistics for 2020**  
**Category: Specialist FS-01 to FE-OC**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	8	2	25.0	8.7	8.7	18.6	19.0
DIPLOMATIC COURIER	3	1	33.3	5.0	2.6	23.8	21.3
ENGLISH LANG PGMS	2	1	50.0	6.7	5.7	18.9	21.2
FACILITIES MGMT	13	4	30.8	6.3	6.0	20.5	20.5
FINANCE	10	1	10.0	7.4	8.7	20.7	19.5
GENERAL SERVICES	2	0	0.0	8.7	0.0	23.9	0.0
HUMAN RESOURCES	4	0	0.0	7.2	0.0	25.8	0.0
INFO TECH MGMT	19	3	15.8	6.0	6.4	23.2	20.7
MEDICAL OFFICER	5	2	40.0	7.0	7.2	7.2	7.4
MEDICAL PROVIDER	7	1	14.3	5.6	6.7	19.1	17.5
PSYCHIATRIST	4	2	50.0	5.9	6.8	6.1	7.0
SECURITY ENGINEER	9	1	11.1	6.5	5.7	21.2	22.2
SECURITY OFFICER	63	9	14.3	6.0	6.5	22.0	21.6
<b>FUNCTIONAL TOTALS</b>	<b>149</b>	<b>27</b>	<b>18.1</b>	<b>6.4</b>	<b>6.5</b>	<b>20.7</b>	<b>18.8</b>

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**Foreign Service Promotion Statistics for 2020**  
**Category: Specialist FS-02 to FS-01**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Competed	Avg Time-in-Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	5	3	60.0	4.3	3.7	11.0	9.5
DIPLOMATIC COURIER	4	0	0.0	3.6	0.0	17.5	0.0
ENGLISH LANG PGMS	14	1	7.1	5.7	7.7	10.0	11.3
FACILITIES MGMT	23	6	26.1	4.4	4.0	14.8	13.0
FINANCE	67	5	7.5	6.5	6.3	11.2	11.0
GENERAL SERVICES	47	3	6.4	5.8	5.0	17.5	20.4
HUMAN RESOURCES	26	5	19.2	4.5	5.3	13.6	11.5
INFO TECH MGMT	170	9	5.3	6.7	4.3	19.7	15.6
MEDICAL LABORATORY SCIENTIST	1	0	0.0	3.6	0.0	26.6	0.0
MEDICAL PROVIDER	30	4	13.3	4.9	4.7	11.5	11.1
PUBLIC ENGAGEMENT	10	2	20.0	7.1	8.7	11.5	12.3
SECURITY ENGINEER	89	5	5.6	8.0	11.5	15.9	20.8
SECURITY OFFICER	310	24	7.7	6.7	7.7	18.6	18.8
<b>FUNCTIONAL TOTALS</b>	<b>796</b>	<b>67</b>	<b>8.4</b>	<b>6.5</b>	<b>6.5</b>	<b>17.0</b>	<b>15.8</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2020**  
**Category: Specialist FS-03 to FS-02**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Competed	Avg Time-in-Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	19	7	36.8	4.1	4.3	6.2	6.4
DIPLOMATIC COURIER	6	0	0.0	3.8	0.0	14.9	0.0
ENGLISH LANG PGMS	3	2	66.7	5.4	6.2	5.6	6.4
FACILITIES MGMT	71	8	11.3	5.2	5.5	9.4	9.0
FINANCE	14	8	57.1	4.6	4.2	5.8	4.4
GENERAL SERVICES	73	9	12.3	6.3	5.7	12.3	10.3
HUMAN RESOURCES	13	6	46.2	4.4	3.1	11.4	12.1
INFO MGMT	280	26	9.3	6.7	7.0	14.7	14.6
INFO MGMT TECH	51	5	9.8	6.7	6.3	12.7	12.7
MEDICAL LABORATORY SCIENTIST	1	0	0.0	4.7	0.0	8.4	0.0
MEDICAL PROVIDER	24	7	29.2	4.2	4.8	4.5	5.1
OFFICE MGMT	35	5	14.3	6.7	9.1	23.9	27.3
SECURITY ENGINEER	20	6	30.0	4.4	3.3	9.5	8.4
SECURITY OFFICER	690	65	9.4	6.6	8.4	12.8	14.0
SECURITY TECHNICIAN	59	2	3.4	7.8	10.2	15.4	16.7
<b>FUNCTIONAL TOTALS</b>	<b>1,359</b>	<b>156</b>	<b>11.5</b>	<b>6.4</b>	<b>6.8</b>	<b>13.0</b>	<b>12.4</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2020**  
**Category: Specialist FS-04 to FS-03**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
DIPLOMATIC COURIER	49	1	2.0	6.5	10.3	9.8	13.1
FACILITIES MGMT	29	12	41.4	3.4	4.3	3.9	4.6
GENERAL SERVICES	26	11	42.3	2.8	2.2	5.9	6.7
HUMAN RESOURCES	18	7	38.9	2.8	2.6	7.8	7.7
INFO MGMT	162	40	24.7	5.0	4.6	6.8	6.4
INFO MGMT TECH	16	6	37.5	4.8	4.1	6.5	5.9
OFFICE MGMT	143	10	7.0	5.8	6.9	17.7	16.8
PUBLIC ENGAGEMENT	1	0	0.0	1.8	0.0	2.1	0.0
SECURITY ENGINEER	6	1	16.7	4.6	1.2	6.5	4.0
SECURITY OFFICER	183	100	54.6	2.8	3.1	5.7	5.9
SECURITY TECHNICIAN	47	7	14.9	5.4	5.2	8.3	8.1
<b>FUNCTIONAL TOTALS</b>	<b>680</b>	<b>195</b>	<b>28.7</b>	<b>4.5</b>	<b>3.7</b>	<b>9.0</b>	<b>6.7</b>

Produced by GTM/OTA

**Foreign Service Promotion Statistics for 2020**

**Category: Specialist FS-05 to FS-04**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in- Class of Competed	Avg Time-in- Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
OFFICE MGMT	227	27	11.9	5.2	7.6	12.0	14.3
<b>FUNCTIONAL TOTALS</b>	<b>227</b>	<b>27</b>	<b>11.9</b>	<b>5.2</b>	<b>7.6</b>	<b>12.0</b>	<b>14.3</b>

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